



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Council Meeting

December 9 and 10, 2020
Video Teleconference Call

MINUTES

Presiding Officer:	Dr. Susan Warren
Members present:	Dr. Patricia Alderson Dr. Peter Borgs Dr. Tyrrel de Langley Ms. Gayle Ecker Dr. Lorie Gold Dr. Christine Hickman Dr. Shannah Kavonic Ms. Catherine Knipe Dr. Patricia Lechten Ms. Joy Levison Dr. Kerry Lissemore Dr. Paula Menzies Dr. Alana Parisi Dr. Jessica Retterath Mr. Amanpreet Sidhu Ms. Rena Spevack Dr. Wade Wright
Appointed Officer:	Ms. Jan Robinson, Registrar and CEO
Staff attending the call:	Ms. Kim Huson, Executive Partner, Communications Ms. Sarah Kirby, Policy and Project Specialist Dr. Kim Lambert, Associate Registrar, Quality Practice Ms. Beth Ready, Executive Partner, Corporate Services Ms. Shilo Tooze, Associate Registrar, Licensure
Guests attended the call:	Ms. Brandi Deimling, OVMA Representative Ms. Agnes Pawelek, OMAFRA Representative Ms. Elise Wickett, OAVT
Observers attending the call:	Incoming Councillors: Dr. Annatasha Bartel Dr. Harold Kloeze Dr. Jessica Peatling

1. Call to order

Due to the COVID-19 pandemic the Council meeting was held via a video teleconference call.

Dr. Warren called the meeting to order at 9:09 a.m. and welcomed Councillors, incoming Councillors, guests and observers who were attending via the teleconference call.

Dr. Warren welcomed Mr. Aman Sidhu, a new public member appointed by the Lieutenant Governor of Ontario.

Mr. Sidhu and all Councillors introduced themselves and provided a brief bio.

2. Adoption of Agenda

MOTION: It was moved and seconded,

“That the agenda be adopted as circulated.”

CARRIED

3. Conflict of Interest

No conflicts were declared.

4. Consent Agenda

Councillors reviewed the consent agenda and it was requested that

- 4.3 Registrar’s Report
- 4.4.6 Quality Assurance Report

be removed from the consent agenda to be discussed separately.

All of the following consent agenda items were approved as presented:

- 4.1 Minutes from the September, 2020 meeting
- 4.2 President’s Report
- 4.4 Committee Reports
 - 4.4.1 Accreditation
 - 4.4.2 Registration
 - 4.4.3 Complaints
 - 4.4.4 Discipline
 - 4.4.5 Executive
 - 4.4.7 Governance, Audit and Risk
- 4.5 Ratify Executive Committee Motion

MOTION: It was moved and seconded,

“That the Consent Agenda be approved with item 4.3 and 4.4.6 to be discussed separately.”

CARRIED

4.3 Registrar’s Report

The Registrar provided an update on dispensing from a satellite location. A communications plan is in place for February 2021.

The Registrar reported that she has been approached by the MPP from Durham regarding a Bill that she has introduced known as “Teddy’s Law” to ban declawing cats in Ontario. Discussions will continue relating to this Bill.

The Registrar reported that the Innovation and Technology Advisory Group continues to meet. A meeting of regulators and innovators within the veterinary sector has been scheduled for early next year. The group is forming a Global Veterinary Innovation Network. Several discussions are planned, and information will be brought forward to Council.

The Registrar provided an update on the International Network of Veterinary Regulators.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Registrar’s Report as presented.”

CARRIED

4.4.6 Quality Assurance Committee Report

The Chair of the Quality Assurance Committee, Dr. Shannah Kavonic, noted that under the Trends section the word “phenobarbital” should be “pentobarbital.”

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Quality Assurance Committee Report as amended.”

CARRIED

5. Strategic Alignment

5.1 Evaluation

- September 29 and 30, 2020

Dr. Patricia Lechten introduced this agenda item.

Council reviewed the meeting evaluation from its meeting held on September 29 and 30, 2020.

It was reported that the Governance, Audit and Risk Committee reviewed the evaluation form and commented on the positive feedback received.

It was noted that it would be helpful when Councillors are completing the evaluation form to include examples when comments are provided. At times it is difficult to determine what some of the comments are referring to.

Councillors are encouraged to complete the evaluation form and provide any comments.

5.2 Strategic Plan

5.2.1 Strategy 2023 – Year 1 Tactics

The Registrar introduced this agenda item.

The document was provided to Council for information.

It was noted that staff are exploring an educational session relating to Robert's Rules of Order.

5.3 Policy Review and Project Priorities Update

A revised chart was developed and presented to Council. The aim of the revised chart was to move away from a timeline-focused presentation to one designed to provide timely background and information related to the status of each topic.

Council found the revised chart to be very beneficial.

5.4 Performance Measurement

5.4.1 Key Performance Indicators

Dr. Patricia Lechten introduced this agenda item.

The performance indicators are intended to assist Council to focus on the risks to the organization and within the practice of veterinary medicine.

Council is provided with a Dashboard on a quarterly basis.

5.4.2 Key Performance Indicators for 2021

Ms. Shilo Tooze, Associate Registrar, Licensure, introduced this agenda item.

The Governance, Audit and Risk Committee reviewed the current indicators to determine whether any changes were necessary. The Committee did bring forward minor revisions to the key performance indicators.

It was suggested that the Discipline Findings indicator targets move to whole numbers rather than percentages. It was also suggested that the Risk Matters Not Mitigated targets remain the same, however, the risk information will be displayed in a manner to provide more details about the categories of risk identified.

Council reviewed and provided its feedback on the suggested revisions.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the revised key performance indicators for 2021.”

CARRIED

It was noted that a letter will be forwarded to the Minister of Agriculture, Food and Rural Affairs relating to the College’s concerns with its existing complaints process. The existing model presents a barrier to the timely and appropriate resolution of complaints that are brought to the College’s attention. A meeting will be requested with the Minister to discuss the College’s findings and to seek options.

5.5 Outcomes Focused Regulation

5.5.1 General Update

The Registrar reported that the Impact Strategy Unit meets post the Council meetings. There are three policy matters out for public consultation. The feedback from the consultations will be forwarded to Council for its review.

The Registrar updated Council on other current projects and stage of progress.

At this time Council watched a presentation on Systemic Racism and Regulation – this was a session presented at the Canadian Network of Agencies for Regulation (CNAR) conference in October 2020.

5.6 Council Roundtable

Trends – Media, Regulatory, Legal, and Public

Councillors were provided by staff with the top trends relating to media, regulation, recent legal cases, and public.

General Trends

Councillors were given the opportunity to raise any matter that they believe is relevant to the College. Comments included:

- increase of public wanting to purchase a puppy – public indicate that due to working from home it is the right time – is this a good idea? Will veterinarians see an increase in abandoned animals later on?
- issues with members of the public not being able to afford veterinary costs
- being aware of mental health issues related to the pandemic
- recent COVID outbreak at a local meat packaging plant – economic impact this may have
- clinic staff shortages, constant pressure for all staff members

- dispensing and its relationship to a VCPR
- a new podcast can be found on the College website relating to Strategy 2023 and the College's revised Animal Welfare Agenda

6. Finance

6.1 Financial Statements ending October 31, 2020

Council reviewed the Variance Report, Balance Sheet, and Revenue and Expenses Statement ending October 31, 2020.

These documents are presented as information only.

7. Public Policy

7.1 Customer Diversity Task Force Report

Dr. Shannah Kavonic, Chair of the Quality Assurance Committee, introduced this agenda item.

In December 2019, Council directed that its first Diversity Task Force be formed to focus on specific issues related to its diverse customer base. The purpose was to analyze and consider the College's currency in its approach to gender, race and generation in its licensure and quality practice programs and in the general promotion and publication of resources. The aim was to develop a set of recommendations for Council's consideration.

Council was provided with the Customer Diversity Task Force Final Report which included several recommendations for its review. Council found the Report to be very informative.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario accept the Customer Diversity Task Force Final Report."

CARRIED

The Annual Council Meeting began at 2:00 p.m. and adjourned at 3:18 p.m.

The retiring Councillors left the Council meeting and the three incoming Councillors, Dr. Annatasha Bartel, Dr. Harold Kloeze, and Dr. Jessica Peatling joined the Council table.

At this time the Election of the Executive Committee for 2020 – 2021 took place.

Ms. Shilo Tooze, Associate Registrar, Licensure, chaired the Election of the Executive Committee, and Dr. Kim Lambert and Ms. Sarah Kirby, acted as scrutineers.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Ms. Shilo Tooze, Associate Registrar, Licensure, as Chair, and Dr. Kim Lambert, Associate Registrar, Quality Practice, and Ms. Sarah Kirby, Policy and Project Specialist, as scrutineers, for the 2020-2021 election of the Executive Committee.”

CARRIED

Ms. Shilo Tooze explained the election process and rules of election. The voting was held in an electronic platform. She then opened the floor for nominations.

Dr. Tyrrel de Langley was nominated for the position of President. The chair called for nominations three times and, there being no further nominations, declared Dr. Tyrrel de Langley elected by acclamation to the office of President.

Dr. Lorie Gold was nominated for the position of 1st Vice President. The chair called for nominations three times and, there being no further nominations, declared Dr. Lorie Gold elected by acclamation to the office of 1st Vice President.

Dr. Alana Parisi and Dr. Christine Hickman were nominated for the position of 2nd Vice President. The chair called for nominations three times and hearing none, nominations were closed. Dr. Parisi and Dr. Hickman provided brief comments on the reasons for running for a position on the Executive Committee. Dr. Alana Parisi was elected to the office of 2nd Vice President.

Dr. Susan Warren was declared elected as Past President.

Ms. Catherine Knipe was nominated for the position of Public Member. The chair called for nominations three times and, there being no further nominations, declared Ms. Catherine Knipe elected by acclamation to the office of Public Member.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario appoint Dr. Tyrrel de Langley, President, Dr. Lorie Gold, 1st Vice President, Dr. Alana Parisi, 2nd Vice President, Dr. Susan Warren, Past President, and Ms. Catherine Knipe, Public Member, to the Executive Committee for 2020-2021.”

CARRIED

MOTION: It was moved and seconded,

“That all ballots for the election be destroyed.”

CARRIED

The new President, Dr. Tyrrel de Langley, resumed the meeting as Chair.

Dr. de Langley thanked Council and announced that the Council meeting is closed and will resume at 9:00 am Thursday.

MOTION: It was moved and seconded,

“That the meeting adjourned at 4:03.”

CARRIED

Dr. Tyrrel de Langley called the meeting to order at 9:00 a.m. on December 10, 2020.

Prior to the Council meeting, the three incoming Councillors were provided with a CVO lapel pin. Dr. de Langley acknowledged the three newest Councillors, Dr. Annatasha Bartel, Dr. Harold Kloeze, and Dr. Jessica Peatling. The three Councillors provided a brief personal introduction.

Dr. Susan Warren acknowledged the new President, Dr. Tyrrel de Langley, and informed him that he would be receiving a CVO President lapel pin.

7. Public Policy

7.2 Position and Policy Statement – Use of Forms of Energy in the Treatment and/or Care of Animals

The Registrar introduced this agenda item and Ms. Sarah Kirby, Policy and Project Specialist joined the table to answer any questions.

In June 2020, Council reviewed and approved both a position and policy statement on the use of forms of energy by veterinarians in the treatment and/or care of animals. These documents were developed in line with Council's ability to provide guidance related to the practice of veterinary medicine.

Following Council's approval of these documents in June, several conversations presented the College with the opportunity to further consider the guidance and oversight contained in both the position and policy statements.

In September 2020, Council was provided with an update on the progress of the discussions.

Since September, the College continued its commitment to research, review and discuss areas of consideration and their potential to influence changes to the position and policy statements on the use of forms of energy in the treatment and/or care of animals.

Council was provided with an overview of proposed changes and associated reasoning for the changes. Council was also provided with a revised Position and Policy Statement.

Council considered and robustly discussed the revised Position and Policy Statement.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario direct that the draft Position Statement and Policy Statement, as amended, on Use of Forms of Energy in the Treatment and/or Care of Animals, be published.”

2 Abstentions
CARRIED

7.3 Future of Veterinary Medicine – Update

The Registrar introduced this agenda item.

One tactic within Council's Strategy 2020 was the hosting of a symposium focused on the Future of Veterinary Medicine in Ontario. The symposium was held in November 2019, and was co-hosted by OVMA and OVC.

A summary report was prepared and presented to Council at its June meeting.

The three leadership organizations are developing an achievable and relevant action plan to ensure forward movement on the themes that the profession felt strongly were necessary to support a vibrant future. An action plan will be released once it is finalized.

This was provided to Council as information only.

7.4 CVO Jurisprudence Exam Blueprint

Ms. Shilo Tooze, Associate Registrar, Licensure, introduced this agenda item.

Mr. John Wickett from Wickett Measurement Services joined the meeting for this agenda item. Mr. Wickett attended Council to provide information about the development of the exam blueprints and to answer any questions about the blueprint review process.

The College creates and administers the CVO Jurisprudence Exam as a component of the entry to practice requirements for licensure in Ontario. To ensure that the examination content is up to date, the College has committed to updating the Exam every 3 years and the last full review took place in 2017/2018.

Council considered the draft Jurisprudence Examination Blueprint 2021-2023 and provided its feedback.

MOTION: It was moved and seconded,

"That the Council of the College of Veterinarians of Ontario support the Examination Blueprint 2021-2023 and direct staff to continue to work on the exam update project."

CARRIED

8. Organizational Policy

8.1 Statutory Committee Slates

A slate of nominees, assembled by the Executive Committee, was presented by Dr. Lorie Gold.

Executive Committee

Dr. Tyrrel de Langley, President, Dr. Lorie Gold, 1st Vice President, Dr. Alana Parisi, 2nd Vice President, Dr. Susan Warren, Past President, and Ms. Catherine Knipe, Public Member.

Registration Committee

Dr. Paula Menzies, Chair, Dr. Kerry Lissemore, Dr. Harold Kloeze, Dr. Hamid Rezaei Koupaei, and Mr. Amanpreet Sidhu.

Accreditation Committee

Dr. Christine Hickman, Chair, Dr. Jessica Retterath, Dr. Jessica Peatling, Dr. Sara Untch, and Ms. Gayle Ecker.

Complaints Committee

Ms. Joy Levison, Chair, Dr. Wade Wright, Dr. Ehab Hanna, Dr. Naomi Scromeda, Dr. LeeAnn Sealey, Dr. Jennifer Whitehead, Dr. Natalie Soligo (term ends January 2021), Dr. Lisa Jones (term begins February 1, 2021), Dr. Louise Kelly (term ends April 2021), Dr. Roselyn Allen (terms begins March 31, 2021), Dr. Anne Watson, and Dr. Moyra Horner.

Discipline Committee

Dr. Susan Warren, Chair, Dr. Christine Hickman, Dr. Alana Parisi, Dr. Wade Wright, Dr. Harold Kloeze, Dr. Annatasha Bartel, Dr. Lorie Gold, Dr. Paula Menzies, Dr. Jessica Peatling, Dr. Patricia Alderson, Dr. Kerry Lissemore, Dr. Jessica Retterath, Ms. Gayle Ecker, Ms. Catherine Knipe, Mr. Amanpreet Sidhu, Ms. Joy Levison, Ms. Rena Spevack, Dr. Martin Appelt, Dr. Angela Forsyth, Dr. Meredith Geldart, Dr. Enna Hughes, Dr. Steven Jacobs, Dr. Davinder Jassal, Dr. Lena Levison, Dr. Arif Memon, Dr. Atul Pakhawala, Dr. Ilya Rasheed, Dr. Ravi Sankar, Dr. Sarah Thompson, Dr. Ines Walther, and Dr. Steve Watts.

Quality Assurance

Dr. Patricia Alderson, Chair, Dr. Annatasha Bartel, Dr. Sue Burlatschenko, Dr. Robert Berger, and Ms. Rena Spevack.

Registrar's Performance Review Panel

Dr. Tyrrel de Langley, Dr. Lorie Gold, Dr. Alana Parisi, Dr. Susan Warren, and Ms. Catherine Knipe.

Governance, Audit and Risk Committee

Ms. Catherine Knipe, Chair, Dr. Susan Warren, Dr. Lorie Gold, Dr. Harold Kloeze, and Dr. Tyrrel de Langley, (ex-officio member).

National Examining Board Representative

Dr. Suminder Sawhney

8.2 Enabling Competency-Based Councils and Committees of the Future

This agenda item was deferred due to time constraints.

8.3 Advisory Panels Composition

This agenda item was deferred due to time constraints.

9. Other Business

No other business was brought forward.

10. Notice of Motion

No notice of motion was brought forward.

11. Confidentiality

Councillors were reminded that Council meetings are public meetings.

Information discussed in in-camera sessions must be kept confidential by all in attendance. All budget/financial/strategic alignment documents are not to be shared outside of the meeting as these documents are working documents of Council and not public material. Any inquiries regarding the package can be directed to the website where the public package is posted.

Minutes of the Council meeting are not approved until its next meeting.

12. Evaluation Form

The Council meeting evaluation form will be forwarded for completion electronically via Survey Monkey. Councillors are encouraged to complete the evaluation which is helpful in continually improving future Council meetings.

13. Date of Next Meeting

The next regular meeting of Council will be held on March 24 and 25, 2021.

14. Adjourn

MOTION: It was moved,

“That the meeting of Council be adjourned.”

CARRIED

The meeting adjourned at 12:00 pm.

Dr. Susan Warren
President 2019-2020

Dr. Tyrrel de Langley
President 2020-2021

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary



THE COLLEGE OF
VETERINARIANS
OF ONTARIO

Annual Council Meeting

December 9, 2020

Video Teleconference Call – 2:00 p.m.

MINUTES

Presiding Officer:	Dr. Susan Warren
Members present:	Dr. Patricia Alderson Dr. Peter Borgs Dr. Tyrrel de Langley Ms. Gayle Ecker Dr. Lorie Gold Dr. Christine Hickman Dr. Shannah Kavonic Ms. Catherine Knipe Dr. Patricia Lechten Ms. Joy Levison Dr. Kerry Lissemore Dr. Paula Menzies Dr. Alana Parisi Dr. Jessica Retterath Mr. Amanpreet Sidhu Ms. Rena Spevack Dr. Wade Wright
Appointed Officer:	Ms. Jan Robinson, Registrar and CEO
Staff attending the call:	Ms. Kim Huson, Executive Partner, Communications Ms. Sarah Kirby, Policy and Project Specialist Dr. Kim Lambert, Associate Registrar, Quality Practice Ms. Beth Ready, Executive Partner, Corporate Services Ms. Shilo Tooze, Associate Registrar, Licensure
Guest attended the call:	Ms. Donna Mehta, Mehta Professional Corporation

A Territorial Acknowledgement was provided by the President.

1. Call to order

Dr. Warren called the meeting to order at 2:00 p.m.

2. Adoption of Agenda

MOTION: It was moved and seconded,
“That the agenda be adopted as circulated.”

CARRIED

3. Annual Reports of Council

Written reports for each Committee were provided in the Council package.

3.1 Accreditation

Dr. Patricia Alderson, Chair of the Accreditation Committee, provided an oral report.

3.2 Registration

Dr. Paula Menzies, Chair of the Registration Committee, provided an oral report.

3.3 Complaints

Ms. Joy Levison, Chair of the Complaints Committee, provided an oral report.

3.4 Discipline

Dr. Patricia Lechten, Chair of the Discipline Committee, provided an oral report.

It was noted that Dr. Kerry Lissemore and Dr. Jessica Retterath were not included in the list of members of the Committee. A correction will be made.

3.5 Executive

Dr. Susan Warren, Chair of the Executive Committee, provided an oral report.

Non-Statutory Committees

3.6 Quality Assurance

Dr. Shannah Kavonic, Chair of the Quality Assurance Committee, provided an oral report.

3.7 Governance, Audit and Risk Committee

Dr. Patricia Lechten, Chair of the Governance, Audit and Risk Committee was not available to provide the report. The Registrar and President were available to answer any questions.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the Accreditation, Registration, Complaints, Discipline (as amended), Executive, Quality Assurance, and Governance, Audit and Risk Committee Reports.”

CARRIED

4. Audited Financial Statements

Ms. Donna Mehta of Mehta Professional Corporation, presented the draft Audited Financial Statements for 2019-2020.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario accept the draft audited financial statements for 2019/2020, as presented.”

CARRIED

5. 2020 Annual Report of the College of Veterinarians of Ontario

The draft Annual Report was distributed prior to the meeting. The Report will be finalized and made available to all stakeholders including veterinarians.

MOTION: It was moved and seconded,

“That the Council of the College of Veterinarians of Ontario receive the draft 2020 Annual Report of the College of Veterinarians of Ontario as presented.”

CARRIED

6. President’s Remarks

Dr. Susan Warren addressed Council. She thanked Councillors and staff for their support during the past year.

7. Recognition

Dr. Susan Warren acknowledged the three departing Councillors, Dr. Peter Borgs, Dr. Shannah Kavonic, and Dr. Patricia Lechten. The three Councillors spoke and thanked Councillors and staff and indicated that they enjoyed their time as a Councillor.

Dr. Tyrrel de Langley acknowledged the outgoing President, Dr. Susan Warren. Prior to the meeting Dr. Warren was provided with a certificate of recognition and gift of recognition.

Prior to the meeting, the departing Council representatives were provided with a certificate of recognition and letter from the President.

Adjournment:

MOTION: It was moved and seconded,

“That the Annual Council Meeting be adjourned at 3:18 p.m.”

CARRIED

Dr. Susan Warren
President

Jan Robinson
Registrar and CEO

Beth Ready
Recording Secretary